

Ex. 5

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION**

KAREN ALBRIGHT, et al.
on behalf of themselves and
others similarly situated,

Plaintiffs,

Case No. 1-22:cv-00638-JMB-SJB
Hon: Jane M. Beckering

v.

ASCENSION MICHIGAN, et al.

Defendants.

**DECLARATION OF SARA SCHWERMER-SWEEN ON BEHALF
OF THE CLAIMS ADMINISTRATOR**

Under penalties of perjury, I declare as follows:

1. My name is Sara Schwermer-Sween. I am an adult duly competent to testify in this matter. If I were called to testify, my testimony would be substantially similar to that contained in this matter, which I have read prior to signing.

2. I am employed by Rust Consulting, Inc. ("Rust") as its: Senior Project Manager. In this role, I provide notification services including: a) preparing, print and mailing of the Class List; b) receiving and reviewing Claim Forms; c) tracking of exclusions and objections; d) drafting and mailing Settlement Award checks; e) arranging for the creation and maintenance of a publicly available website where a Claim Form could be submitted; and f) for such other tasks as the Parties mutually agree or the Court orders Rust to perform.

3. Rust provides consulting, notice, and administration services to clients including law firms, companies across all industries, and governmental agencies at all levels. Rust has served as claims/settlement administrator on more than 8,000 projects, including legal and regulatory

settlements, remediation programs, and urgent communications such as data breach responses and recalls.

4. Rust was retained on May 3, 2023 to serve as the claims administrator under the terms of the Preliminary Approval Order (“PAO”) entered by the Court on April 26, 2023.

5. On or about May 10, 2023 Rust received from counsel for Defendants a class list containing the names, locations where employees worked, employee identification numbers, social security numbers, job titles, address, phone numbers, and work and personal email addresses for 4,642 persons who defendants identified as potential class members (i.e. the class list).

6. Rust then ran a check of potential class members last-known addresses against those on file with the U.S. Postal Service’s National Change of Address list.

7. In accordance with the PAO, Rust prepared a class notice, claim forms, and exclusion forms based on the forms previously approved by the Court. True and correct copies of class notice, claim and exclusion forms are attached hereto as **Exhibits A-C** (“Class Notice”).

8. In accordance with the terms of the PAO and the Settlement agreement, on June 9, 2023, Rust mailed, with postage fully prepaid, and emailed the Class Notice to those putative class members identified by Defendants on the Class List.

9. Class notices returned to Rust by the post office with forwarding addresses were resent to the class members, postage fully paid at the addressed indicated on the forwarding notice from the U.S. Postal Service.

10. For Class Notices returned without a forwarding address, Rust performed a computer search using the class member’s social security number to locate a forwarding address. For class members who had a forwarding address which could be located, Rust remailed the Class Notice, postage fully paid to the forwarding address located using the computer search.

11. In accordance with the settlement agreement, Rust reported on a weekly basis to Class Counsel and counsel for the Defendants settlement class members who submitted claims.

12. Rust also created and maintained a website, www.religiousclaim.com where class members could download the class notice, claim and exclusion forms, download and print the Settlement Agreement along with its exhibits, the Joint Motion for Preliminary Approval, the PAO, Claim and exclusion form. Additionally, during the claim period, class members could electronically submit claim and exclusion forms.

13. Using the procedures described above, Rust mailed Class Notices to 4,642 Class notices on June 9, 2023. It also emailed 5,708 Class Notices on this same date to the email addresses provided for class members. (Some class members had more than one email address.)

14. Additional Class Notices were mailed to class members on July 21, 2023 (10), July 28, 2023(2), August 4, 2023 (2), and August 11, 2023 (1). In total, Rust mailed 4,658 class notices to class members.

15. Additional class notices were emailed to class members July 21, 2023 (10), July 28, 2023(2), August 4, 2023 (2), and August 11, 2023 (1). In total, Rust emailed 5,720 class notices to class members.

16. Additionally, 338 persons self-identified as class members. These persons were mailed and emailed Class Notice on June 16, 2023 (3), July 21, 2023 (61), July 28, 2023 (35), August 4, 2023 (143), August 11, 2023 (35), and August 18, 2023 (59).

17. A total of six Class Notices were returned as undeliverable with a forwarding address. These were remailed on June 16, 2023 (5) and June 23, 2023 (1).

18. A total of 154 Class Notices were returned as undeliverable without a forwarding address. After running a computer search, these were remailed on June 16, 2023 (104), June 23,

2023(25), June 30, 2023 (12), July 7, 2023 (6), July 14, 2023 (2) July 21, 2023 (2), July 28 (1), and August 11, 2023 (2). Of these, 11 were returned as undeliverable a second time.

19. Rust has received 2,797 claim forms, of which 94 were duplicates. It has received 40 incomplete claim forms, from which it has received nine (9) corrected claim forms.

20. Rust received 281 requests for exclusion. The exclusion list is attached as **Exhibit D**

21. Rust has a current invoice of \$54,171.27 for work performed to-date. A copy of Rust Informational Invoice is attached as **Exhibit E**. Rust anticipates incurring additional costs and fees in continuing administering this settlement..

22. Rust has received no objections.

I declare under penalties of perjury that the forging statements are true and correct.

Dated: September 21, 2023
Executed in: Minneapolis, Minnesota



Name: Sara Schwermer-Sween

EXHIBIT A

IMPORTANT LEGAL MATERIALS



UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF MICHIGAN

KAREN ALBRIGHT, et al. on behalf of themselves and others
similarly situated,

Plaintiffs,

vs.

ASCENSION MICHIGAN, et al.

Defendants.

Case No. 1-22:cv-00638-JMB-SJB

**NOTICE OF PENDENCY OF CLASS ACTION AND
PROPOSED SETTLEMENT AND HEARING DATE
FOR FINAL APPROVAL OF SETTLEMENT**

Hon. Jane M. Beckering

U.S. Mag. Judge: Salley J. Berens

RELIGIOUS ACCOMMODATION DENIAL PROPOSED SETTLEMENT

Must Return attached Claim Form to Receive Settlement Payment

ATTENTION: ALL ASCENSION¹ ASSOCIATES FOR WHOM ALL OF THE FOLLOWING APPLY: (A) THE ASSOCIATE APPLIED FOR A RELIGIOUS EXEMPTION TO THE COVID-19 VACCINATION POLICY AND HAS A SINCERELY HELD RELIGIOUS BELIEF THAT CONFLICTED WITH THE COVID-19 VACCINATION POLICY; AND (B) THE ASSOCIATE WAS DENIED THE REQUESTED RELIGIOUS EXEMPTION, AND (C) THE ASSOCIATE EITHER (I) WAS SUSPENDED OR OTHERWISE REMOVED FROM EMPLOYMENT BY ASCENSION IN NOVEMBER 2021 OR (II) CLAIMS THEY WERE FORCED TO LEAVE THEIR EMPLOYMENT WITH ASCENSION BEFORE FEBRUARY 28, 2022, AFTER AND AS A RESULT OF THEIR DENIED RELIGIOUS EXEMPTION TO THE COVID 19-VACCINATION POLICY. ("CLASS MEMBER")

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION CLAIMS. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION AS TO YOUR RIGHT TO A PAYMENT.

THE PURPOSE OF THIS NOTICE IS TO INFORM YOU OF THE TERMS OF THE PROPOSED SETTLEMENT IN THIS MATTER AND TO INFORM YOU OF YOUR RIGHTS AND OPTIONS IN CONNECTION WITH THE PROPOSED SETTLEMENT.

THIS NOTICE ADVISES THAT IF YOU ARE A CLASS MEMBER AND IF YOU WISH TO BE PART OF THIS SETTLEMENT AND RECEIVE A SETTLEMENT PAYMENT YOU MUST RETURN THE ATTACHED CLAIM FORM.

¹ The term "Ascension" means Ascension Health Alliance, all Defendants and all of their related and affiliated entities that adopted the Ascension Health Alliance, or a substantially similar, COVID-19 Vaccination Policy as defined in the Settlement Agreement available at: www.religiousclaim.com

HOWEVER, IF YOU ARE A CLASS MEMBER AND IF YOU WISH TO BE EXCLUDED FROM THE CLASS, YOU MUST SUBMIT A REQUEST FOR EXCLUSION FORM WHICH MUST BE SUBMITTED ONLINE OR POSTMARKED ON OR BEFORE AUGUST 23, 2023. IF YOU SUBMIT AN EXCLUSION FORM AFTER AUGUST 23, 2023, YOUR EXCLUSION FORM WILL BE REJECTED AND YOU WILL BE BOUND BY THE CLASS RELEASE AND ALL OTHER SETTLEMENT TERMS.

IF YOU ARE A CLASS MEMBER BUT DO NOT RETURN THE CLAIM FORM, YOU WILL BE BOUND BY THE SETTLEMENT BUT YOU WILL NOT RECEIVE ANY SETTLEMENT PAYMENT.

Pursuant to the Order of the United States District Court, Western District of Michigan entered on April 26, 2023, YOU ARE HEREBY ADVISED: A settlement has been reached between the parties in the above-captioned lawsuit on behalf of all Class Members.

1. WHY HAVE YOU RECEIVED THIS NOTICE?

You have received this Notice because Ascension's records indicate that you were employed by an Ascension entity and may be a Class Member. If you are or were an Ascension associate and all of the following apply, you may be a Class Member: (a) You applied for a religious exemption to the COVID-19 Vaccination Policy and you have a sincerely held religious belief that conflicted with the COVID-19 Vaccination Policy; and (b) You were denied the requested religious exemption, and (c) You either (i) were suspended or otherwise removed from employment by Ascension in November 2021 or (ii) claim you were forced to leave your employment with Ascension before February 28, 2022, after and as a result of your denied religious exemption to the COVID 19-Vaccination Policy. This Notice is designed to advise you of this settlement and how you can opt out or object to this settlement if you desire to do so.

2. HISTORY OF THE LITIGATION

The Plaintiffs filed a class action lawsuit, individually, and on behalf of themselves and all individuals similarly situated, asserting that Ascension and its various related entities unlawfully denied employees who sought religious exemptions from Ascension's COVID-19 Vaccination Policy under various federal and state laws. Ascension denied these allegations and has contested the allegations made in this case. After engaging in extensive settlement discussions, including attending a settlement conference with the United States Magistrate Judge, the parties negotiated a settlement of this action. The Court has granted preliminary approval of the Settlement and a Settlement Agreement and Release has been signed by the parties.

3. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Class

The Settlement Class includes all Class Members who do not request exclusion from the settlement. The Settlement Class will be divided into State Subclasses based on the state where a Settlement Class Member last worked and the position the Settlement Class Member last held prior to November 12, 2021.

These include a Physician subclass, a Nurse Subclass, and a Technician Subclass for each state and/or District of Columbia. These Subclasses are defined as:

- The "Physician Subclass" means all Settlement Class Members who were employed by Ascension as either a Physician, Nurse Practitioner, or Physician Assistant as of the date the Class Member last worked for Ascension before November 12, 2021.
- The "Nurse Subclass" means all Settlement Class Members who were employed by Ascension as either a Registered Nurse or Licensed Practical Nurse ("LPN") as of the date the Settlement Class Member last worked for Ascension before November 12, 2021.
- The "Technician Subclass" means all Settlement Class Members who were employed by Ascension and are not a member of either the Physician or Nurse Subclass as of the date the Settlement Class Member last worked for Ascension before November 12, 2021.

These Subclasses will be further broken down into state specific subclasses based on the specific state an employee last worked for Ascension before November 12, 2021. Accordingly, and by way of example, a member of the Physician Subclass who worked in Alabama is a member of the "Alabama Physician Subclass;" a member of the Nurse Subclass who worked in Alabama is a member of the "Alabama Nurse's Subclass;" and a member of the Technician Subclass who worked in Alabama is a member of the "Alabama Technician Subclass" etc.

B. Settlement Formula.

If you are a Class Member and submit a Valid Claim, you will be eligible to receive a proportionate share of the Net Settlement Fund for the State Subclass of which you are a part. The State Subclass Total Settlement Fund is determined by multiplying the Average Weekly Salary for the State Subclass by the Total Number of Claim Weeks for the State Subclass. The Average Weekly Salary for each State Subclass will be calculated by multiplying the average hourly wage rate as of November 12, 2021 for Class Members in the State Subclass who submit Valid Claims by the average full-time equivalent ("FTE") hours for the positions held by those Class Members as of November 12, 2021. For purposes of calculating the Average Weekly Wage, shift or other premium payments shall be excluded. The maximum number of Claim Weeks is five weeks. The Total Number of Claim Weeks for the State Subclass is calculated by adding the Claim Weeks that the Claims Administrator determines are valid for each State Subclass Member who submitted a Valid Claim, up to a maximum of five (5) weeks for any State Subclass Member.

A Total Settlement Fund will be calculated based on the total value of each State Subclass Total Settlement Fund. From this amount, all approved attorney fees and costs, along with the cost of settlement administration will be paid. The remaining amount shall be the Net Settlement Fund, which will be proportionally divided between the State Subclasses based on the proportion of that State Subclass's Total Settlement Fund of the Total Settlement Fund. ("State Subclass Net Settlement Fund").

A Settlement Class Member who submits a Valid Claim will receive as a settlement payment, a proportionate share of the State Subclass Net Settlement Fund for the State Subclass in which they are a member. The proportionate share will be determined by the Claims Administrator taking into account the FTE and number of valid Claim Weeks for the Settlement Class Member (not to exceed five weeks). All settlement payments will be subject to tax withholding and settlement checks will only be valid for 60-days. The Claims Administrator may require submission of IRS Forms or their substitutes to process Settlement Payments and if required, they are included with this notice.

C. Calculations To Be Based on Ascension's Records.

The amount payable to each Class Member will be calculated based on Defendants' records. Defendants' records will be presumed correct, unless the Class Member provides information that reasonably contradicts Defendant's records. Class Members are required to state the number of Claim Weeks they experienced. The Claims Administrator will review the information and check it against information provided by Defendants. If there is a difference between the Class Member's information and Defendants' information, the Claims Administrator will attempt to resolve the matter informally with the Parties, but if they cannot do so, the Claims Administrator will issue a non-appealable decision resolving the dispute.

D. Release

Upon final approval by the Court, the Settlement Class and each member of the Settlement Class who has not submitted a timely and valid Exclusion Form, fully and finally releases and discharges (i) Ascension; (ii) Ascension Health Alliance; (iii) all Defendants in Case No. 1-22-cv-00638-JMB-SJB in the United States District Court for the Eastern District of Michigan; (iv) all related or affiliated entities to any of the foregoing that adopted the Ascension Health Alliance, or a substantially similar, COVID-19 Vaccination Policy; (v) the respective past, present and future parents, subsidiaries, joint ventures, insurers, related entities and affiliates of any of the foregoing; (vi) the past, present and future shareholders, directors, officers, members, managers, agents, employees, attorneys, insurers, predecessors, successors and assigns of any of the foregoing; and (vii) any individual or entity which could be jointly liable with any of the foregoing (the "Released Parties") from any and all claims, causes of actions, liabilities relating in any way to the adoption, implementation, or application of Ascension's COVID-19 Vaccination Policy, or any other vaccination policy enforced in 2021 or 2022 by Ascension, whether known or unknown, actual or imagined, and/or which arose out of or could have arisen out of the facts alleged in this action, including, but not limited to, any claims under any federal, state, or local law relating to COVID-19 or the COVID-19 vaccine, religious discrimination or accommodation, pregnancy discrimination or accommodation, disability discrimination or accommodation, retaliation, wage or benefit statutes, tort, contract, or other claims in any form or format whatsoever, including any provision for the payment of fines, costs, penalties, punitive, compensatory, liquidated, exemplary, or exculpatory damages, attorney fees or costs from the beginning of time to the effective date of the settlement is finally approved by the Court. (the "Released Claims").

E. Attorneys' Fees

The attorneys for the class filed in this action, have actively litigated the case and have brought it to resolution. They will request the Court award fees from the Settlement in an amount of one-third of the Total Settlement Fund. The Court will determine the appropriateness of the fees and costs.

F. Support for the Settlement

The Class Representatives, Class Counsel, and Defendants strongly support this Settlement. This issue has been fully investigated and litigated by Plaintiffs' counsel. Even if a class could be certified, trial would be lengthy and have risks. Even if the class won at trial, damages might not exceed the amount of this settlement, and the judgment could be appealed, resulting in further lengthy delays.

G. Claims Administrator

The Claims Administrator will receive a payment for handling the claims administration for this case and its costs. This will be paid from the Total Settlement Fund. Contact information for the claims administrator is:

**Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault, MN 55021-9096
Toll Free Phone No.: (866) 459-3647
info@ReligiousClaim.com
www.religiousclaim.com**

The claim administrator's web site is: www.religiousclaim.com. On the website, you may make a claim, request exclusion, or serve the Claims Administrator with objections to the Settlement. You may also review and download a copy of (a) the Third Amended Complaint, (b) Settlement Agreement, (c) Motion for Class Counsel's Attorney Fees and Costs, (d) Preliminary Approval Order, and (e) the Claim and Exclusion Forms.

4. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER?

A. To Make a Claim and be Part of The Settlement Class

Any Class Member receiving this form who wishes to make a claim and receive funds from the State Subclass Net Settlement Fund MUST submit a Claim Form. To submit a valid claim, the Class Member must provide all of the required information contained on the Claim Form, and attest that they requested a religious exemption from the COVID-19 vaccine policy, were suspended or forced to leave Ascension employment because their request for religious exemption was denied, and number of weeks they were suspended or removed from Ascension employment due to vaccine non-compliance before they were either recalled by Ascension or obtained other employment.

The Claim Form must be signed, dated, completed, and returned either electronically or by mail to:

**Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault, MN 55021-9096
Toll Free Phone No.: (866) 459-3647
info@ReligiousClaim.com
www.ReligiousClaim.com**

B. Excluding Yourself from the Settlement

Any Class Member receiving this form who does **NOT** wish to participate in the Settlement may exclude themselves (i.e., "opt-out") by completing the Exclusion Form. The Exclusion Form must be signed, dated, completed, and returned electronically or by mail to:

**Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault, MN 55021-9096
Toll Free Phone No.: (866) 459-3647
info@ReligiousClaim.com
www.ReligiousClaim.com**

The Exclusion Form must be submitted online or postmarked no later than August 23, 2023. **If you submit an Exclusion Form which is postmarked after August 23, 2023, your Exclusion Form will be rejected, and you will be bound by the Release and all other Settlement Terms.**

Any person who files a complete and timely Exclusion Form shall, upon receipt by the Claims Administrator, no longer be a member of the Settlement Class, shall be barred from participating in any portion of the Settlement, and shall receive no benefits from the Settlement. Any such person, at their own expense, may pursue individually any claims he/she may have against Ascension. If you wish to exclude yourself and wish to pursue an individual action, you should know there are time limits on your right to file any such individual action.

C. Objection to Settlement

You can object to the terms of the Settlement before final approval. If the Court rejects your objection, you will still be bound by the terms of the Settlement. To object to the Settlement, you must file a written objection and any notice of intention to appear at the final approval hearing currently set for October 5, 2023, at 11:00 AM, with the Clerk of the United States District Court, Western District of Michigan located at 601 Federal Building, Grand Rapids, MI and send copies to the following via registered or certified mail:

CLASS COUNSEL:

Noah S. Hurwitz (P74063)
Grant M. Vlahopoulos (P85633)
Kara F. Krause (P85487)
HURWITZ LAW PLLC
Attorneys for Plaintiffs
617 Detroit Street, Ste 125
Ann Arbor, MI 48103
(844) 487-9489
noah@hurwitzlaw.com
grant@hurwitzlaw.com
kara@hurwitzlaw.com

James A. Thomas (P80931)
JIMMY THOMAS LAW
Attorneys for Plaintiffs
1925 Breton Road SE, Ste 250
Grand Rapids, MI 49506
(616) 747-1188
jimmy@jimmythomaslaw.com

DEFENDANT'S COUNSEL:

Maurice G. Jenkins (P33083)
Allan S. Rubin (P44420)
Elyse K. Culberson (P82132)
JACKSON LEWIS P.C.
2000 Town Center, Ste. 1650
Southfield, MI 48075
(248) 936-1900
maurice.jenkins@jacksonlewis.com
allan.rubin@jacksonlewis.com
elyse.culberson@jacksonlewis.com

Patricia Pryor
JACKSON LEWIS P.C.
201 E. Fifth Street, 26th Floor
Cincinnati, OH 45202
(513) 898-0050
Patricia.pryor@jacksonlewis.com

CLAIMS ADMINISTRATOR:

Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault MN 55021-9096
info@ReligiousClaim.com
www.religiousclaim.com

Any written objections must state specific reasons in support of your objection and any legal support for each objection. Your objection must also state your (i) full name, (ii) current address, (iii) dates of employment and location worked during the Class Period, (iv) the last four digits of your social security number, (v) whether the objection applies to you individually, a subset of the Settlement Class or to the Settlement Class as a whole; and the basis for your objection with specificity.

To be valid and effective, any objections to approval of the Settlement must be filed with the Clerk of the Court and received by each of the above-listed attorneys no later than August 23, 2023. **A PARTY WHO OBJECTS TO THE SETTLEMENT MAY NOT EXCLUDE THEMSELVES FROM THE SETTLEMENT.**

DO NOT TELEPHONE THE COURT.

If you choose to file an objection to the terms of this Settlement, you may enter an appearance in this case either with or without your own attorney. To do so, you must file an Entry of Appearance with the Clerk of the Court and deliver copies to each of the attorneys listed above. Such Entry of Appearance must be filed with the Court and received by the above attorneys no later than August 23, 2023. You may continue as a Settlement Class Member either with or without your own attorney, but you will be solely responsible for the fees and costs of your own attorney. The final approval hearing at which the Court will be asked to approve the Settlement will be at 11:00 AM on THURSDAY, OCTOBER 5, 2023, before the Hon. Jane M. Beckering of the United States District Court, Western District of Michigan, 601 Federal Building, Grand Rapids, MI.

D. Do Nothing

If you are a Class Member and do nothing in response to this Notice, *you will be bound by the Release, but you will not receive a settlement payment.* If you do not want to be bound by the Release, you must exclude yourself from the settlement by submitting the Exclusion Form.

E. No Retaliation

Whether you submit a claim, exclude yourself from this settlement, object to this settlement or do nothing, you are protected by law from retaliation. Ascension does not tolerate or engage in retaliation.

F. Contacting the Claims Administrator

If you wish to contact the Claims Administrator, you can do so either by mail or telephone using the information in Paragraph 4(a) above. Please tell them you are contacting them regarding “Albright v. Ascension Health Alliance et al.”

5. EFFECT OF THE SETTLEMENT

A. Released Rights and Claims

It is the desire of the Named Plaintiffs, all Class Members who have not excluded themselves, and all Ascension entities to settle, compromise, and discharge the Released Claims fully, finally, and forever. After the Final Approval Order has become final and non-appealable, the Named Plaintiffs and each Class Member shall be bound by this Agreement as to the Released Claims, as defined above in section 3(D), and shall have recourse exclusively to the benefits, rights and remedies provided hereunder. In exchange for the consideration provided pursuant to this Agreement, Named Plaintiffs and each Class Member shall be deemed to have, and by operation of the Settlement Approval/Dismissal Order and Judgment shall have, fully, finally and forever released, relinquished and discharged the Released Parties from the Released Claims.

6. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in the United States District Court, Western District of Michigan, 601 Federal Building, Grand Rapids, MI on THURSDAY, OCTOBER 5, 2023, at 11:00 AM to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve Class Counsel’s request for attorneys’ fees, reimbursement of costs. Class Counsel’s final application for attorney fees and reimbursement of costs will be on file with the Court no later than September 21, 2023, and will be available for review after that date.

The hearing may be continued without further notice to the Settlement Class. **It is not necessary for you to appear at this hearing unless you wish to argue an objection.**

DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT OR THE CLAIM PROCESS!

IF YOU ARE SEPARATELY REPRESENTED BY YOUR OWN COUNSEL, DO NOT CONTACT CLASS COUNSEL; HAVE YOUR ATTORNEY CONTACT CLASS COUNSEL

**BY ORDER OF THE UNITED STATES DISTRICT COURT FOR
THE WESTERN DISTRICT OF MICHIGAN**

EXHIBIT B

IMPORTANT LEGAL MATERIALS



CLAIM FORM

Albright et al. v. Ascension Michigan et al.
United States District Court for the Western District of Michigan
Case No. 1-22-cv-00638-JMB-SJB

INSTRUCTIONS

Read and Follow Carefully

1. To receive a Settlement Payment as described in the accompanying Notice, you must do one of the following:
 - a. Complete the information requested on the Claims Administrator's Web Site www.religiousclaim.com on or before August 23, 2023; or
 - b. Sign, date, and mail, email, or upload to the Claims Administrator's Web Site the fully completed Claim Form on or before August 23, 2023. It is strongly recommended that you retain proof of your timely submission and a copy of your Claim Form until receipt of your Settlement Payment should the Settlement be granted final approval.
2. If you move, or if the address at which you received the Notice and this Claim Form is different than your current address, you must correct the address in the space provided on the Claim Form and/or call the Claims Administrator at (866) 459-3647, to notify the Administrator of your correct address. It is your responsibility to keep a current address on file with the Claims Administrator to ensure receipt of your Settlement Payment.
3. A pre-printed, postage pre-paid return envelope has been enclosed for your convenience. It is addressed to the Claims Administrator. If you have lost or misplaced your Claim Form, or the return envelope, you may mail the Claim Form to the Claims Administrator, via first class mail postage affixed, to the address shown below or it may be submitted by email or uploaded to the Claims Administrator's web site. Please note that if you are returning more than the Claim Form in the enclosed envelope, additional postage may be required. The Claims Administrator's address, toll-free phone number, email, and website are as follows:

Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault MN 55021-9096
Toll Free Phone No.: (866) 459-3647
Info@religiousclaim.com
www.religiousclaim.com

IF YOU HAVE QUESTIONS REGARDING THIS CLAIM FORM OR THE SETTLEMENT, PLEASE CONTACT THE CLAIMS ADMINISTRATOR AT ITS TOLLFREE LINE, (866) 459-3647 OR VIA EMAIL AT: INFO@RELIGIOUSCLAIM.COM. YOU MAY ALSO VISIT THE CLAIMS ADMINISTRATOR'S WEB SITE AT: WWW.RELIGIOUSCLAIM.COM.

PLEASE REMEMBER: IT IS YOUR OBLIGATION TO INFORM THE CLAIMS ADMINISTRATOR OF ANY CHANGE TO YOUR MAILING ADDRESS PRIOR TO YOUR RECEIPT OF YOUR SETTLEMENT PAYMENT. FAILURE TO UPDATE YOUR MAILING ADDRESS MAY PREVENT YOUR RECEIPT OF YOUR SETTLEMENT PAYMENT.





TO RECEIVE A SETTLEMENT PAYMENT THIS FORM MUST BE SUBMITTED AND RETURNED BY: AUGUST 23, 2023.

Please Provide All of the Requested Information Below

SECTION I – IDENTIFYING INFORMATION

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Best Phone Number: (_____) _____ - _____

Social Security No.: _____ - _____ - _____

E-Mail Address: _____

SECTION II – CLAIM INFORMATION

Name of Ascension Entity (“Ascension”) for Whom you Last Worked Prior to November 12, 2021: _____

State Where You Last Worked for Ascension Before November 12, 2021: _____ Number of Weeks Unemployed: _____

Job Title of Last Position Worked Before November 12, 2021: _____

Date of Suspension from Ascension or Date Last Worked: ____/____/____

Date other employment obtained: ____/____/____

Date recalled to work at Ascension: ____/____/____

SECTION III – CLASS MEMBER ATTESTATION

By my signature below, I hereby declare and affirm all of the following are true and correct:

1. I requested a religious exemption from the COVID-19 vaccine policy;
2. I have a sincerely held religious belief that conflicts with receiving the COVID-19 vaccine;
3. I was suspended or forced to leave Ascension employment because my request for religious exemption was denied.

SECTION IV – RELEASE AND SIGNATURE

My signature constitutes a full and complete release, as of the date of final judgment to be entered approving the Settlement, and fully and finally releases and discharges (i) Ascension; (ii) Ascension Health Alliance; (iii) all Defendants in Case No. 1-22-cv-00638-JMB-SJB in the United States District Court for the Eastern District of Michigan; (iv) all related or affiliated entities of the foregoing that adopted the Ascension Health Alliance, or a substantially similar, COVID-19 Vaccination Policy; (v) the respective past, present and future parents, subsidiaries, joint ventures, insurers, related entities and affiliates of any of the foregoing; (vi) the past, present and future shareholders, directors, officers, members, managers, agents, employees, attorneys, insurers, predecessors, successors and assigns of any of the foregoing; and (vii) any individual or entity which could be jointly liable with any of the foregoing from any and all of the Released Claims as described in the Class Notice, Section 3(D).

SECTION V – SUBMITTING ON BEHALF OF A DECEASED OR INCAPACITATED CLASS MEMBER

If you are submitting this Claim Form on behalf of a class member who has passed away or has become incapacitated, please provide details about the capacity in which you are submitting this Claim Form on a separate sheet and include any documents granting you legal authority to submit this Claim Form on their behalf.

SECTION VI – DATE AND SIGNATURE ARE REQUIRED

Signature: _____ Date: ____/____/____

Type or Print Name: _____

THIS CLAIM FORM MUST BE POSTMARKED, EMAILED OR UPLOADED TO THE CLAIMS ADMINISTRATOR’S WEB SITE ON OR BEFORE AUGUST 23, 2023.

EXHIBIT C

IMPORTANT LEGAL MATERIALS



EXCL Page 1 of 1

EXCLUSION FORM

UNITED STATES DISTRICT COURT, THE WESTERN DISTRICT OF MICHIGAN
ALBRIGHT V. ASCENSION MICHIGAN ET AL.
CASE NO. 1-22-CV-00638-JMB-SJB

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Best Phone Number: (_____) _____ - _____ Last four digits of Social Security Number: X X X - X X - _____

E-Mail Address: _____ Location Worked: _____

You received the Class Notice. To exclude yourself from the Class and its Settlement, you must sign and return this Exclusion Form, which must be submitted online or **postmarked** no later than August 23, 2023. This form must be mailed, uploaded to the website, or submitted electronically to the Claims Administrator at the below address:

Ascension Settlement
c/o Rust Consulting, Inc. - 8302
PO Box 2396
Faribault MN 55021-9096
info@religiousclaim.com
www.religiousclaim.com

BY SUBMITTING THIS FORM, I AM CONFIRMING THAT IT IS MY DECISION NOT TO PARTICIPATE IN THIS CLASS ACTION AND NOT TO BE INCLUDED AS A CLASS MEMBER IN THIS CLASS ACTION. I UNDERSTAND THAT I WILL RECEIVE NO MONEY FROM THIS SETTLEMENT FOR ANY LOSS OR DAMAGES I MAY HAVE SUFFERED AS A RESULT OF BEING DENIED A RELIGIOUS ACCOMMODATION.

I confirm that (a) I have received notice of the proposed settlement including its class definition, (b) I have decided to be excluded from the Class, and (c) I have decided not to participate in the proposed settlement. By excluding myself, I understand that I am waiving my right to object to the settlement.

Signature: _____

Date: ____/____/____
(mm/dd/yyyy)

Type or Print Name: _____



EXHIBIT D



of 27

Informational Invoice

625 MARQUETTE AVENUE, SUITE 900
MINNEAPOLIS, MN 55402
P 612.359.2000 | F 612.359.2050
WWW.RUSTCONSULTING.COM
FEDERAL ID #: 41-1813634

DATE: 9/19/2023
MATTER #: 8302

PROJECT
<i>Albright v Ascension Settlement Administration Services</i>

Database Development	\$	2,686.00
Initial Mailed Notice		14,546.02
Follow-up		3,420.25
Processing and Administration		6,086.00
Telephone Support		3,777.00
Website Services		2,166.00
Project Management		13,361.00
Technical Consulting		5,407.00
Expenses: Other Charges and Out-of-pocket Costs		<u>2,722.00</u>
Project Total to Date	\$	54,171.27

EXHIBIT E

Exhibit B**Exclusion List**

Claimant ID	EmployeeID	Name	JobTitle - Data Provided
10153	10337845	ABIGAIL E FLEENOR	RN-OPERATING ROOM
14342	10508862	ALAYNAH WEISEND	APRN-NURSE PRACTITIONER
19897	10516982	ALIVIA MARY CAMERON	PATIENT TRANSPORTER
10900	10313496	ALYSSA N HOLZAPPEL	THERAPIST-PHYSICAL
13932	10190168	AMANDA J THIERGARTNER	PHYSICIAN ASST
12737	10191419	AMANDA PISANO	RN-FLOAT
15301	10489238	AMBER M COUGHLIN	SOCIAL WORKER
15578	10229248	AMBER R GASTON	RN-CLINIC
29223	10159831	AMBER STEINMAN	NURSING ASSISTANT
4732	10005782	AMY BROOKS	THERAPIST-PHYSICAL
20244	10347843	AMY E CLELAND	THERAPIST-PHYSICAL
5425	10252361	AMY FARLEY	RN-FLOAT
42093	10280151	AMY L FARLEY	SW-CASE MGMT
26215	10158667	AMY S MOREHEAD	REGISTERED NURSE
11341	10096479	ANA KIELY	APRN-NURSE PRACTITIONER
38904	10072211	ANDREA A GUST	THERAPIST-PHYSICAL
8662	10101550	ANDREA ABNEY	RN-REGISTERED NURSE
8631	9813	ANDREW A ZENTHOFER	SUPERVISOR FACILITIES
5388	10036513	ANGELA RENEE ESPINOSA	TECHNOLOGIST-MRI
37686	10090630	ASHLEY ANN ARMSTRONG	MEDICAL LAB SCIENTIST (MLS)
12744	10356331	ASHLEY BREANNE PLOUGHE (NOW WILLIS)	RN-REGISTERED NURSE
1496	10420728	ASHLEY GIBBS	MEDICAL ASST-CERT
11310	10095317	ASHLEY MARIE KENYON	APRN-NURSE MIDWIFE-CERTIFIED
43250	10273799	ASHLEY NICOLE LEONARD	TECHNOLOGIST-SURGICAL
34586	10411995	AUDREY AVERY	RN-CLINIC
41041	10540522	BAHAREH APRIL SAB	MEDICAL ASST-CERT
12751	10113149	BARBARA J PLUHAR	ASST-OFFICE OPERATIONS
44295	10272643	BARBARA J REYNARD	TECHNOLOGIST-RADIOLOGY
9669	10182379	BETH A COOK	RN-REGISTERED NURSE
12249	10369449	BETHANY MONTE	APRN-NURSE MIDWIFE-CERTIFIED
41683	10321394	BOJANA CAUSEVIC	RN-FLOAT
9591	10209125	BRANDON SCOTT COLE	RN-REGISTERED NURSE
11266	10106706	BRANDY RACHELLE KEHRT	TECHNOLOGIST-SURGICAL-CERT
10719	10006336	BRENDA KAY HARTMAN	MGR-ACCOUNTING AND REPORTING
43434	10285440	BRENDA S MANCHESKI	RN-REGISTERED NURSE
43687	10278138	BRIAN A MILLER	ASST-OCCUPATIONAL THERAPY
46244	10519378	CAMERON ALEXIS PHILLIPS	NURSING ASST-CERTIFIED
23160	10368438	CARRIE A HERBOLSHEIMER	RN-REGISTERED NURSE
24969	10180278	CATHY A LELO	RN-REGISTERED NURSE
11594	10431872	CECILIA MARIE LESCH	RN-OPERATING ROOM
9911	10116897	CHAD C DENNEY	RN SPV-NURSING
33343	10230915	CHELSEA S MCFALL	RN-REGISTERED NURSE
6811	10469511	CHERRA FAYE PUMPHREY	PHYSICIAN
30977	10362084	CHERYL ZABARONI	COORD-PHYSICIAN PRACTICE
12591	10580808	CHRIS PARR	COUNSELOR-BEHAVIORAL HLTH LIC
39123	10207382	CHRISTIAN HEYMAN	CLERK-INVENTORY-SCM
19187	10181008	CHRISTIANNNA G BOENSCH	TECHNOLOGIST-MAMMOGRAPHER
5043	10052780	CHRISTINA CECILIA CORLETTE	CASE MANAGER
40761	10063074	CHRISTINE F TACORDA	RN-EMERGENCY DEPT
20114	10180874	CHRISTINE M CHANT	ASST-MEDICAL RECORDS

Exhibit B**Exclusion List**

239	10047746	CHRISTY BARBER	TECHNICIAN-MEDICAL LAB (MLT)
20121	10480649	CINDY CHAPMAN	RN-OPERATING ROOM
9041	10339671	CINDY L BISHOP	TECHNOLOGIST-RADIOLOGY
25812	10378125	CINDY MEDEMA	REP-BILLING
18111	10314644	COLLEEN ADAMS	RN-REGISTERED NURSE
26604	10144431	COLLEEN NITSCHKE	RN-REGISTERED NURSE
41744	10274231	COURTNEY RENAE CLAYTON	RN-CHARGE
44585	10422879	COURTNEY SCHNEIDER	RN-MED SURG
30311	10156995	DAFNE I WARD	SURGICAL ANESTHESIA ASSOCIATE
22996	10164781	DANA L HATFIELD	REP-PHYSICIAN REFERRALS
45667	10277379	DANIEL W ZAJICEK	PHYSICIAN ASST
13628	10337427	DANIELLA COURTNEY STAFFORD	APRN-NURSE PRACTITIONER
45032	10273422	DANIELLE R SWEDBERG	TECHNOLOGIST-RADIOLOGY
21128	10173918	DANIELLE RAE DRAGER	MGR-TECHNOLOGY
38003	10203818	DAVID LEE CARMACK	PHYSICIAN
41980	10318060	DEBBIE K DLUGOPOLSKI	THERAPIST-OCCUPATIONAL
41362	10282541	DEBORAH A BARTMANN	APRN-NURSE PRACT-PRESC AUTHORI
28257	10179875	DEBORAH L ROSZATYCKI	RN-REGISTERED NURSE
21258	10205776	DEBRA ANN DUVALL	TECHNICIAN-EEG
13901	10123233	DELLA M TAYLOR	MEDICAL ASST-CERT
16148	10539844	DENISE ANNETTE KEMP	TECHNOLOGIST-MULTIMODALITY
23207	10151103	DIANE M HICKOX	APRN-NURSE PRACT-PRESC AUTHORI
9201	10106968	DONNA JO BOWLES	RN-REGISTERED NURSE
9324	10110668	DONNA S BRYANT	RN-OPERATING ROOM
10498	10483580	DONNA YVONNE GRANT	RN-REGISTERED NURSE
41409	10278255	EDWARD D BAYER	PHYSICIAN
12485	10126009	ELIZABETH L NIEHAUS	PHARMACIST
27076	10135642	ELIZABETH THERESE PARUS	APRN-CRNA-RN ANESTHETIST
8853	10183986	EMILY J BAKER	RN-FLOAT
1885	10486859	ERICA MIRANDA HOLLAND	CLERK-INVENTORY-SCM
10221	10101733	ERIKA ANN FOWLER	TECHNOLOGIST-SURGICAL-CERT
10412	10104672	ERIN NICOLE GILLESPIE	RN-REGISTERED NURSE
13512	10096639	EVYONNE L SMITH	LPN-CLINIC
35811	10436754	FELICITE ISRAEL	HOME HEALTH AIDE
31813	10518300	FERNAND THEOGENE	PHYSICIAN
10818	10102065	GARY D HIGGINBOTHAM	THERAPIST-PHYSICAL
22118	10151265	GINA L GANGNIER	RN-REGISTERED NURSE
45766	10060958	GINA LA TULIPE	THERAPIST-PHYSICAL
7351	10220715	GLENN E SUMMERS, JR., M.D.	PHYSICIAN
23542	10491277	HALEY M IZWORSKI	MEDICAL LAB SCIENTIST (MLS)
41256	10273309	HEATHER J ANDERSON	THERAPIST-PHYSICAL
11358	10411713	HEATHER L KING	RN COORD-CLINICAL PROGRAMS
33282	10515241	HEATHER MCCARTHY	RN-REGISTERED NURSE
8556	3563	HERB J CAINE	PAINTER II
32629	10231226	ITAREA MINYON FOREMAN	ASST-MEDICAL LAB PHLEBOTOMIST
17329	10237053	JAIME RAE WARD	ASST-IMAGING SVCS
9171	10100908	JAMES BOTNER	PHARMACIST
45391	10274465	JAMIE SUE WEIR	RN-CLINIC
32360	10225892	JANE A CHEVELEVA	ASST-NURSING
37433	10615282	JANET MCSHALL BOGAN	TECHNICIAN-PATIENT CARE PCT
5357	10528754	JASON D ELLIS	DIR-STERILE PROCESSING

Exhibit B**Exclusion List**

20398	10143815 JAYME L CORNEILLIE	RN-OPERATING ROOM
36214	10202670 JEANETTE S MCCORD	MEDICAL ASST-CERT
12607	10117175 JEMAE L LEANN PARTLOW	TECHNOLOGIST-SURGICAL-CERT
15431	10239014 JENNI L ECK	RN-WOUND CARE
3261	10293562 JENNIFER ANN ROWLEY	THERAPIST-PHYSICAL
9621	10101648 JENNIFER L COLLINS	RN-WOUND CARE
11136	10097666 JENNIFER LEE JIMENEZ	APRN-NURSE PRACTITIONER
9980	10120320 JENNIFER MARIE DOSSETT	DENTAL HYGIENIST
11907	10489544 JENNIFER MAUPIN	APRN-NURSE PRACTITIONER
42406	10409463 JEREMY S HALCOMB	SR ADVISOR-BUS DEVELOPMENT
45704	10039736 JERRY ZIEMENDORF	ASST-PHYSICAL THERAPIST
11181	10260767 JESSICA LYNN JONES	MEDICAL ASST-CERT
27175	10347910 JESSICA M PAWELEK	THERAPIST-RESPIRATORY-REG
16919	10241927 JILL L SAGE	LPN-CLINIC
43861	10512060 JILL LYNN NALL	ASST-OFFICE OPERATIONS
7023	10000371 JOANNE SAJOWITZ	RN-MED SURG
20206	10481499 JOHN CHESEBRO	SPECIALIST-INFORMATIC-CLIN MWF
21616	10499439 JOHN ESSEX	RN SURGICAL SPECIALTY BMC
40471	10132031 JON C SANDERS	SPV-RADIOLOGY
40495	10546572 JORDYN SCHMITZ	MEDICAL ASST-CERT
10269	10253924 JOSHUA GAVIN FREDERICK	PHYSICIAN-HOSPITAL
8341	10103941 JOSHUA M MILLER	TECHNOLOGIST-MULTIMODALITY
9287	10133812 JOSIE L BROWN	RN-REGISTERED NURSE
41294	10284442 JUDITH A BAETEN	RN-OPERATING ROOM
38140	10027260 JUDSON W COONROD	TECHNOLOGIST-SURGICAL-CERT
27984	10217583 JULIANNE JAMIE RHODES	TECHNOLOGIST-INTERVENTIONAL
42413	10326293 JULIE M HALEY	RN-EMERGENCY DEPT
35255	10009871 JULIE W DUNNEWOLD	RN-LABOR & DELIVERY
8648	10209 JUSTON K ZENTHOFFER	FACILITIES TECH II
6477	10415030 KALA RAYNITA MURRELL	ASST-MEDICAL LAB PHLEBOTOMIST
26376	10179468 KAREN A MUNSON	RN-REGISTERED NURSE
20886	10382807 KAREN E DELL	TECHNICIAN-CARDIAC DEVICE
10795	10218420 KAREN L HERSH	TECHNOLOGIST-MAMMOGRAPHER
1908	10433709 KATE HOLMES	RN-CARDIOVASCULAR
42710	10283553 KAYLA ANN JENSEN	MEDICAL ASST-CERT
8792	10500050 KAYLYN APPELGATE	TECHNOLOGIST-MULTIMODALITY
19453	10180289 KELLY LYNN BREFKA	ASST-OFFICE OPERATIONS
37044	10504290 KELLY R TRIPP	MGR-BEHAVIORAL HEALTH
29315	10483479 KELLY RENEE STRAWSER	APRN-NURSE MIDWIFE-CERTIFIED
41355	10280337 KELSEY JEAN BARTHELS	RN-CLINIC
2912	10497841 KENNY PARK	TECHNOLOGIST-VASCULAR
13796	10110615 KERI ELIZABETH STULTZ	RN-REGISTERED NURSE
16025	10241155 KERRY A HUFF	RN-OCCUPATIONAL HEALTH
41102	8721 KEVIN E JOHNSON	MAINTENANCE MECHANIC I
20657	10314177 KIM CYR	EXERCISE PHYSIOLOGIST
45025	10039270 KIM MARIE SUTYLA WATSON	RN-REGISTERED NURSE
27229	10337474 KIMBERLIE PENOKIE	RN-REGISTERED NURSE
44271	10326312 KIMBERLY A REILLY	RN-REGISTERED NURSE
4527	10500026 KLEJDI BASHA	SR ASST-MED LAB PHLEBOTOMIST
12539	10334920 KRISTEN M OLEJNIK	TECHNOLOGIST-SONOGRAPHY
10085	10215801 KRISTIN EVANS	RN-REGISTERED NURSE

Exhibit B**Exclusion List**

12942	10125289 KRISTIN L RICE	RN SPV-NURSING
8891	10199187 KRISTINA M BARGA	RN-REGISTERED NURSE
3469	10360580 KRISTY SHEFFIELD SMELLEY	PHARMACIST
38393	10461208 KRYSTAL DOUGLAS	RN-INTERMEDIATE CARE
35545	10544361 KYLE GREEN	TECHNOLOGIST-NUCLEAR MEDICINE
40525	10067275 LAMAR A SHAFER	RN-ICU
38829	10029638 LAURA GAY GRAY	RN-CARDIOVASCULAR
10207	10259588 LAUREN ELIZABETH FORTHOFER	TECHNOLOGIST-MAMMOGRAPHER
39857	10287418 LAYNE MARIE MOLOSKY	HEALTH PROMOTER
45056	10275305 LEAH JM SZEMBORSKI	EAP COUNSELOR
33756	10227992 LEISA C ROBERTS	COUNSELOR-BEHAVIORAL HLTH LIC
12867	10113695 LEISA JEAN RANDALL	ASST-UNIT
43175	10281746 LESA KAY LAMERS	RN-REGISTERED NURSE
46336	10417662 LEWIS SMITH	TECHNOLOGIST-RADIOLOGY
7009	10134011 LEWIS STEVEN ROY	RN-OPERATING ROOM
38768	10483407 LILY CATHERINE GOODMAN	TECHNICIAN-PATIENT CARE PCT
29209	10476533 LINDA STANYK	THERAPIST-OCCUPATIONAL
36580	10009528 LINNEA M PHILLIPS	TECHNICIAN-MEDICAL LAB (MLT)
24136	10141232 LISA M KING	RN-8 EAST CRITICAL CARE
44820	10491190 LISA SOLOMON	TECHNICIAN-CARDIOVASCULAR
13789	10343516 LISA STULTS	APRN-NURSE PRACTITIONER
29407	10137634 LIZZIE A SUGGS	RADIOLOGY CLERK
20794	10160945 LORI ANNE DAVIS	TECHNOLOGIST-CT
14731	10239575 LYNELLE M ANGELL	THERAPIST-PHYSICAL
43090	10316710 LYNN KROEGER	TRANSCRIPTIONIST
11419	10184237 MADISON A KUHN	RN-REGISTERED NURSE
4800	10541797 MARIAH T BURT	MEDICAL ASST
43380	10263284 MARIE AGATHA LUKAWSKI	ASST-OFFICE OPERATIONS
20374	10160477 MARIKIT DEZIREE ZAMBRANO CORLA	RN NURSING RESOURCE TEAM BMC
26970	10348708 MARISA A PALIAROLI-OBRIEN	THERAPIST-RESPIRATORY-REG
43328	10043751 MARK LINDSTROM	PHYSICIAN
11372	10580285 MARLENE KING-ROBERTS	RN-PATIENT NAVIGATOR
42123	10322779 MARY FAVERO	TECHNICIAN-PATIENT CARE PCT
10351	10388107 MARZENA GASLAWSKI	RN-REGISTERED NURSE
10931	10383671 MATTHEW BRIAN HORNE	ASSOCIATE CHAPLAIN
26000	10160351 MEGAN ANN MISHLER	THERAPIST-OCCUPATIONAL
7108	10523402 MEGAN DAWN SCHULTE	NURSING INTERN
44127	10273835 MEGHAN MICHELLE PRAHL	RN-CHARGE
28127	10348347 MELISSA A ROCKAFELLOW	RN-MATERNAL/CHILD L & D
1618	10263140 MELISSA ADEL GRIFFIN	RN-EMERGENCY DEPT
30885	10499090 MELISSA D YERKES	RN-PACU
18975	10181719 MELISSA N BELLENBAUM	TECHNOLOGIST-SONOGRAPHY
574	10434180 MICHELLE BURR	TECHNICIAN-MEDICAL LAB (MLT)
39246	10468444 MICHELLE L JACKSON	RN-INTERVENTIONAL
11488	10495435 MICHELLE LANDIS	RN-REGISTERED NURSE
40648	10478028 MICHELLE SNODGRASS	REP-CUSTOMER SVC
14120	10524866 MILICA VRANIC	RN-REGISTERED NURSE
37785	10069687 MISTIE R BEAMAN	RN SPV-NURSING
31165	10388500 MODIENE KANE	SPCLST-TECHNOLOGY
9355	10119698 MOLLY A BUEHLER	RN-CLINIC
16070	10530845 MONICA CLARE JIRAK	NURSING ASST-CERTIFIED

Exhibit B**Exclusion List**

23146	10480668 MONICA HENRY	RN
12430	10097529 MONICA N NALLEY	ASST-OFFICE OPERATIONS
12775	10097398 MONICA POOLE	RN-REGISTERED NURSE
39710	10403388 NANCY COLETTE MCCALLICK	THERAPIST-OCCUPATIONAL
32391	10226363 NANCY G CONGLETON	RN-CLINIC
26253	10519622 NASHELLE MORRIS	TECHNICIAN-PATIENT CARE PCT
41447	10042120 NATALIE ANN BETTIN	RN-NICU
1960	10206782 NOLAN L HUDSON	PHYSICIAN
11990	10124169 PATRICIA LEE MCCULLOUGH	RN-REGISTERED NURSE
10580	10102789 PAUL W HALCZENKO	PHYSICIAN
20084	10259155 PEGGY ANN CHAMBERS	THERAPIST-MASSAGE
42260	10272607 REBECCA A GOODE	ASST-OFFICE OPERATIONS
42352	10325499 REBECCA A GRYZKEWICZ	RN-CHARGE
37846	10332230 REBECCA BROUSSARD	RN-EMERGENCY DEPT
45896	10483351 RHONDA S DAVIS	RN-CLINIC
10337	10118607 RICHARD EARSEL FULKERSON	PHARMACIST
9089	10399709 RICHARD JOSEPH BOKINSKY	PARAMEDIC
9546	10380955 ROBERT CLEMENTS	SR ANALYST-FINANCIAL
31899	10262870 ROBERT RUNGE	ANALYST-TECHNOLOGY
9386	10113115 ROBIN F BURNS	RN-REGISTERED NURSE
8525	7070 ROBIN LESHA BANKS	PURCHASING SPECIALIST I
41331	10278127 ROBIN S BARBER	TECHNOLOGIST-CT
13086	10096749 ROCHELLE M ROTT	RN-FLOAT
16964	10235275 RONEDA R SAUERBRUNN	ASST-ADMINISTRATIVE
38454	10498049 ROSALYNN EMBERTON	ASST-MEDICAL LAB PHLEBOTOMIST
11235	10117418 RYAN R KARIM	RN-TRANSPORT
33831	10550571 RYLIN JO ROUSE	TECHNICIAN-PCT ED
22668	10397868 SABRENA N GULACSIK	RN SPV-NURSING
39369	10536931 SADAF AMAN KARIM	TECHNICIAN-PATIENT CARE PCT
43038	10193199 SAMANTHA LYNN KOLLER	RN-REGISTERED NURSE
9485	10112336 SAMANTHA MARIE CASSIDY	FIRST ASST-SURGICAL
5821	10035704 SAMUEL HUMPHREY	RN-FLOAT
7399	10373228 SANDRA SZOKE	RN-FLOAT
43984	10040437 SANDY L PICCHIOTTINO	RN-REGISTERED NURSE
12423	10350774 SARA R NAEGELE	MEDICAL ASST-CERT
9188	10249630 SARAH BOTNER	PHARMACIST
31066	10257748 SARAH CATHERINE ZUZIAK	THERAPIST-RESPIRATORY-REG
11792	10106460 SARAH JO MACKENZIE	RN-EDUCATOR
10948	10221469 SARAH MAREE HORNER	RN-REGISTERED NURSE
42802	10318010 SAVANNAH A JUNE	RN-CLINIC
8617	10055 SEBASTIAN A STRIZU	ELECTRICIAN II
20299	10479456 SHARON COFFEY	LAB COURIER
25782	10399572 SHELBY MCPHERSON	SPECIALIST-INFORMATIC-CLIN MWF
32735	10541075 SHELLEY GUILFOYLE	RN-FLOAT
44110	10044408 SHELLEY M POWELEIT	TECHNOLOGIST-SONOGRAPHY
20640	10140563 SHELLEY CURTIS	COORD-ADMINISTRATIVE
35767	10016587 SHELLEY DANYETTE HUDGENS	TECHNICIAN-PHARMACY ADVANCED
27878	10480308 SHELLEY REARDON	LEAD REP-PATIENT ACCOUNTS
16124	10463211 SIENNA KAMPS	NURSING ASST-CERTIFIED
43151	10479129 STACEY L KUNESH	ASST-MEDICAL LAB PHLEBOTOMIST
39635	10074951 STANLEY R LUNDRIGAN	RN SPV-EMERGENCY DEPT

Exhibit B**Exclusion List**

18746	10348667 STEPHANIE A BALL	RN-PRE-ADMISSION TESTING
38287	10518808 STEPHANIE DE LA PENA	RN-CLINIC
10306	10369163 STEPHANIE NICOLE FREW	RN-OPERATING ROOM
26079	10347270 STEPHANIE R MOHLMASTER	RN-REGISTERED NURSE
21432	10498776 STEVEN MANNING ELLIS	MAINTENANCE MECHANIC BMC
12522	10432852 STEVEN R OHLHEISER	SECURITY OFFICER
6927	10096916 SUSAN M RIVERS	RN COORD-RESEARCH-NURSING
12546	10115891 SUSANA MERRELL OSBORNE	INTERPRETER
44677	10481068 SUZANNE SCHULZ	ASST-PHYSICAL THERAPIST
42468	10284466 TAMMY KAY HATCH	ASST-OFFICE OPERATIONS
45315	10041720 TAMMY L VOSKUIL	MEDICAL ASST
12973	10116228 TERESA A RIDLEN	RN-REGISTERED NURSE
44660	10317337 TERESA L SCHULTZ	TECHNOLOGIST-SURGICAL
11600	10099100 TERESA MARIE LESCH	RN-OPERATING ROOM
6705	10538200 TERESA MARIE PHILLIPS	RN-REGISTERED NURSE
22514	10414781 THERESA L GORSKI	RN-REGISTERED NURSE
8358	10098890 TIFFANY MILLER	TECHNOLOGIST-MULTIMODALITY
45803	10039077 TIMOTHY BELL	TECHNOLOGIST-SONOGRAPHY
1427	10049288 TINA FRIEDRICH	RN-BEHAVIORAL HEALTH
1489	10007649 TRACEY ANN GERMAN	RN-EMERGENCY DEPT
10665	10104200 TRACEY LYNN HARBAUGH	RN-REGISTERED NURSE
10238	10421964 VALERIE FRALIC	RN-REGISTERED NURSE
14427	10195144 VICTORIA WILLOUR	ASST-UNIT
5715	10031082 WENDELL K HERREN	LEAD-MED LAB SCIENTIST (MLS)
21371	10529273 WESLEY RYAN EICHORN	PHYSICIAN
22361	10215622 YAKIMA PHONDORIA GIVENS	NURSING ASSISTANT
32438	10227843 YVONNE CROOK	ASST-CREDENTIALING